



# County of Los Angeles CHIEF EXECUTIVE OFFICE

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WILLIAM T FUJIOKA  
Chief Executive Officer

March 14, 2013

To: Audit Committee

From: William T Fujioka  
Chief Executive Officer

Board of Supervisors  
GLORIA MOLINA  
First District

MARK RIDLEY-THOMAS  
Second District

ZEV YAROSLAVSKY  
Third District

DON KNABE  
Fourth District

MICHAEL D. ANTONOVICH  
Fifth District

## REVIEW OF BOARD POLICY 9.050: DRUG FREE WORKPLACE PROGRAM

In response to the request of the Executive Officer of the Board of Supervisors, this office, in collaboration with the Department of Human Resources, has conducted a sunset review of Board Policy 9.050: Drug Free Workplace Program. Based on this review, we recommend extending the sunset review date by five years without any substantive revisions. Minor clarifying changes are noted on the attached. This Policy helps protect the safety, health, and well-being of County of Los Angeles employees and patrons, and recognizes that abuse of alcohol and drugs compromises this commitment.

If you have any questions, please contact Steven NyBlom at (213) 738-2214 or [snyblom@ceo.lacounty.gov](mailto:snyblom@ceo.lacounty.gov).

WTF:MKZ  
STR:SEN:mld

Attachment

c: Executive Office, Board of Supervisors  
County Counsel  
Human Resources



# Los Angeles County BOARD OF SUPERVISORS POLICY MANUAL

Policy #:	Title:	Effective Date:
9.050	Drug Free Workplace Program	06/09/92

## PURPOSE

Establishes a policy for a drug free workplace as an essential element in discharging the County's responsibility to provide a safe, healthful workplace and to protect the safety and health of the public.

## REFERENCE

April 16, 1992 memorandum, "[County Drug Free Workplace Program, Amendment of Fringe Benefit Agreement With the Coalition of County Unions, Drug Testing Agreement With Beach Lifeguards \(Unit 641\) and Supervisory Beach Lifeguards \(Unit 642\)](#)", to the Board of Supervisors from the Chief Administrative Officer.

June 9, 1992 Board Order [Synopsis 66](#)

## POLICY

It is the policy of the County of Los Angeles that the abuse of drugs, including alcohol, by employees or contract personnel is unacceptable because it adversely affects health, safety, security and productivity as well as public confidence and trust.

Using, possessing, selling or being under the influence of illegal drugs is unlawful, dangerous and is absolutely prohibited at the workplace. ~~Further, the use of alcohol at the workplace at the workplace or the misuse of alcohol or the misuse of alcohol or~~ prescribed drugs to any extent [while on duty- which](#) ~~that that~~ impairs safe and effective job performance is also prohibited.

Violation of any element of this policy shall result in disciplinary action up to and including termination.

The operational program established to enforce this policy shall not supercede any departmental drug/alcohol testing program which was in effect prior to the date of approval of this program by the Board of Supervisors or which comes into effect after approval of this program as a result of an agreement with a certified employee organization; nor does it supercede the United States Department of Transportation Drug and Alcohol Testing

Program which is mandated for drivers of commercial motor vehicles as defined by the Department of Transportation.

#### **RESPONSIBLE DEPARTMENT**

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Chief Executive Office  
Department of Human Resources

#### **DATE ISSUED/SUNSET DATE**

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**Issue Date: June 9, 1992**  
**Review Date: November 18, 2004**  
**Review Date: June 23, 2008**  
**Review Date: March 14, 2013**

**Sunset Review Date: April 26, 2003**  
**Sunset Review Date: April 26, 2008**  
**Sunset Review Date: April 26, 2013**  
**Sunset Review Date: April 26, 2018**